

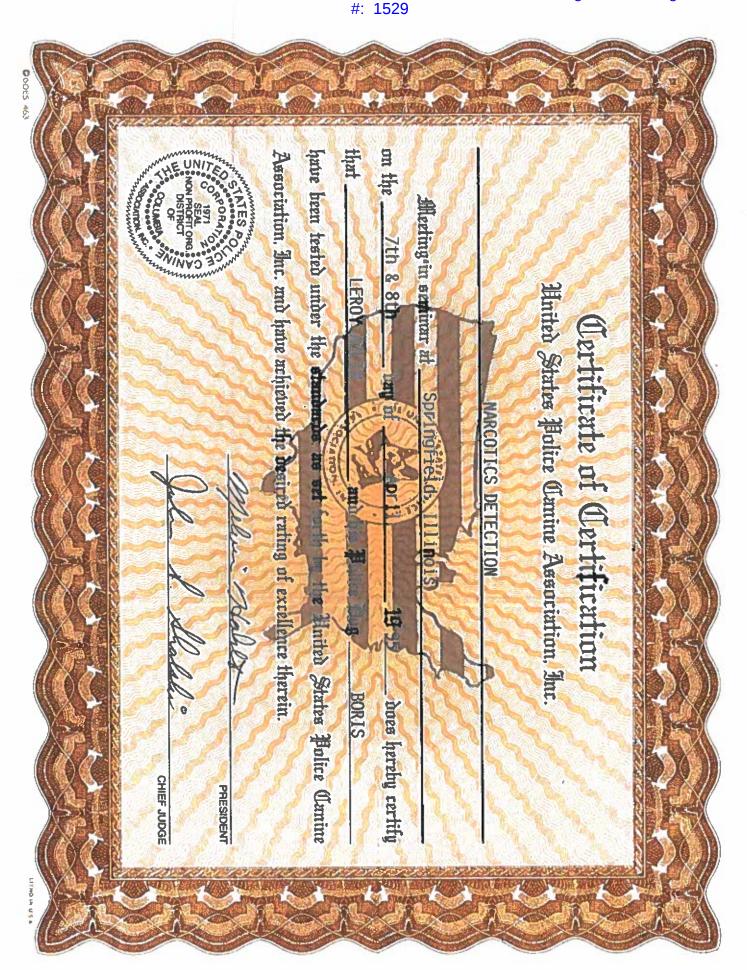






Document 66-5 #: 1527 Page 7 of 82 PageID Case 5:17-cv-01553-EEF-MLH Filed 10/24/19 10 00C S 748 have been tested under the stundarde no 5th - 9tl Inc. and have achieved the desired ruting of excellence therin. United States Police Canine Association, Inc. Vertificate of Vertification Bog sought suit gu as set forth by the Anited States Police Canine does hereby rertify 甘





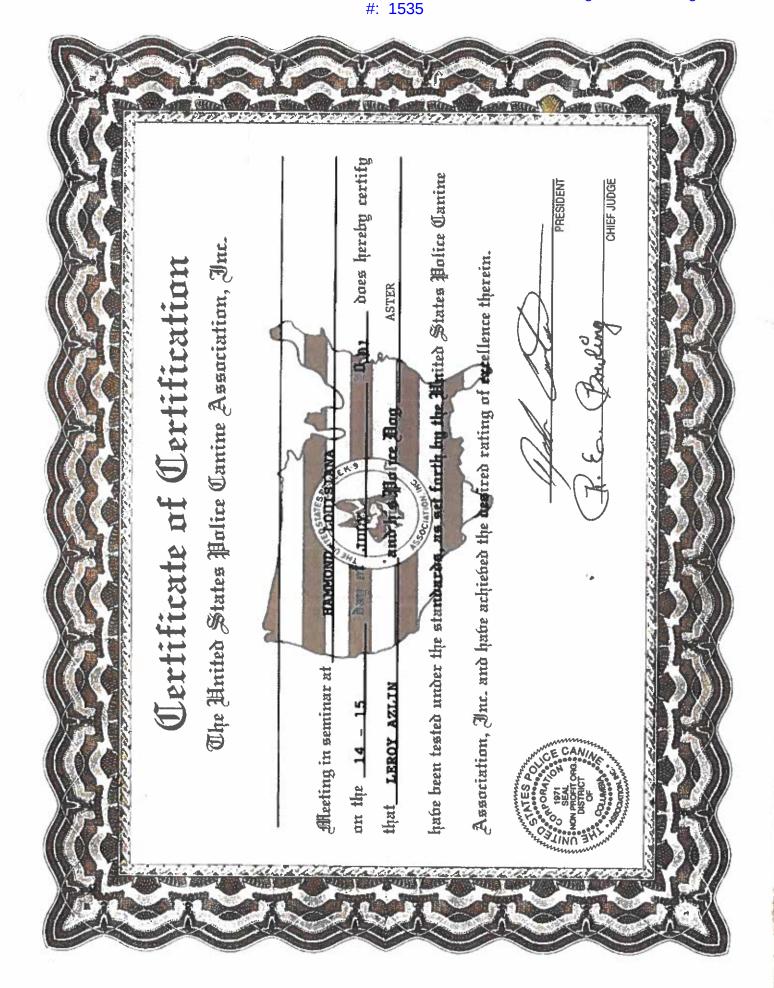


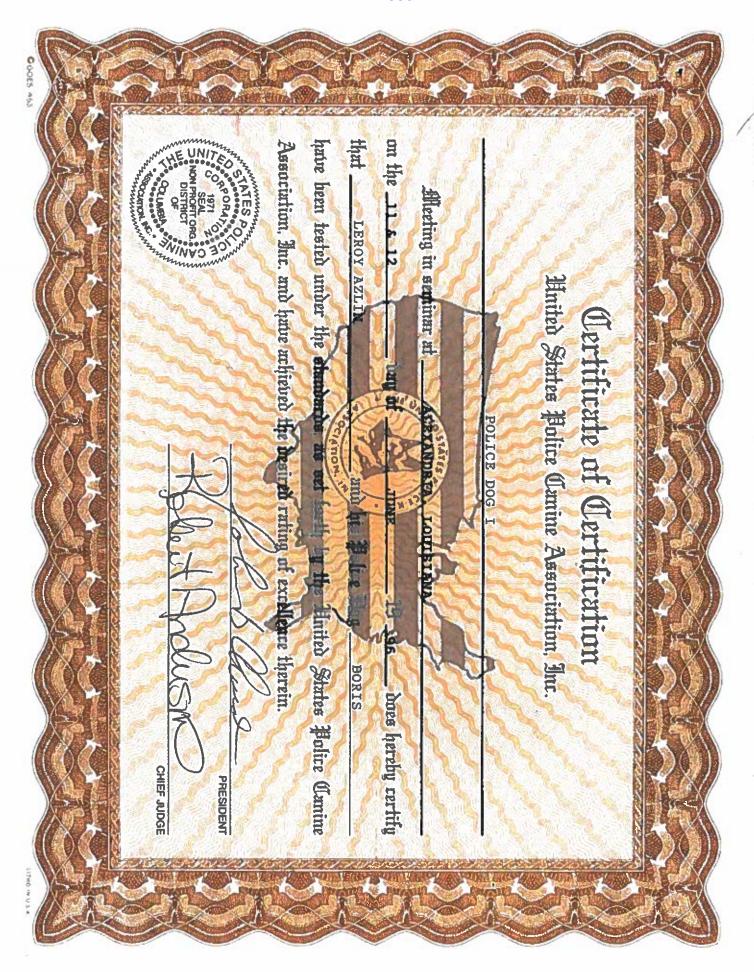


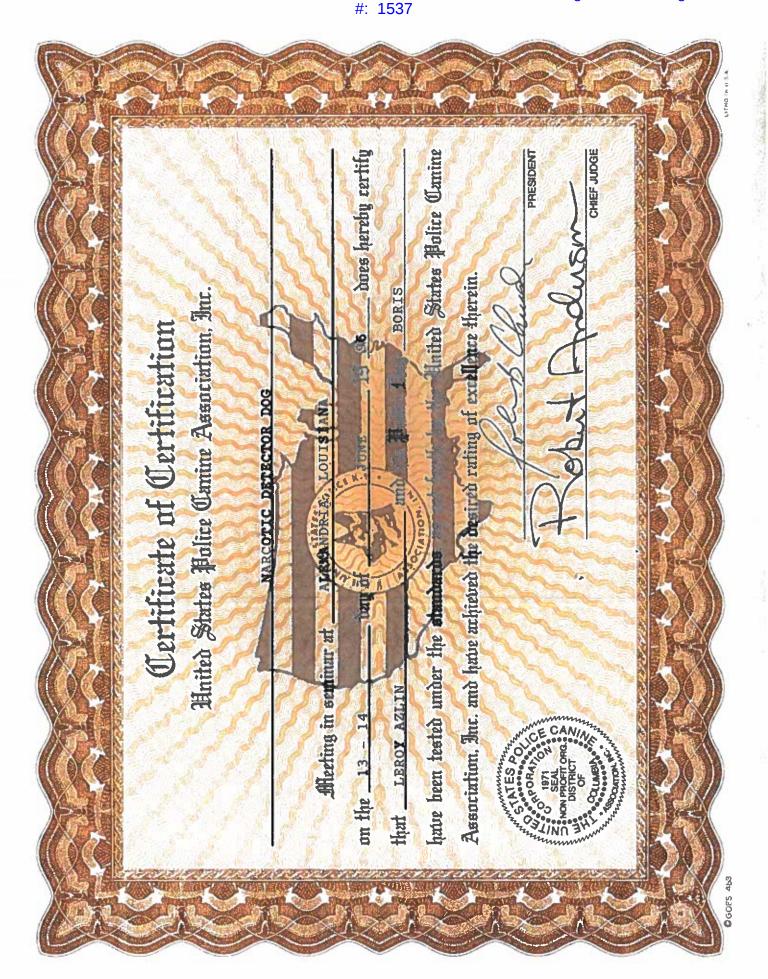


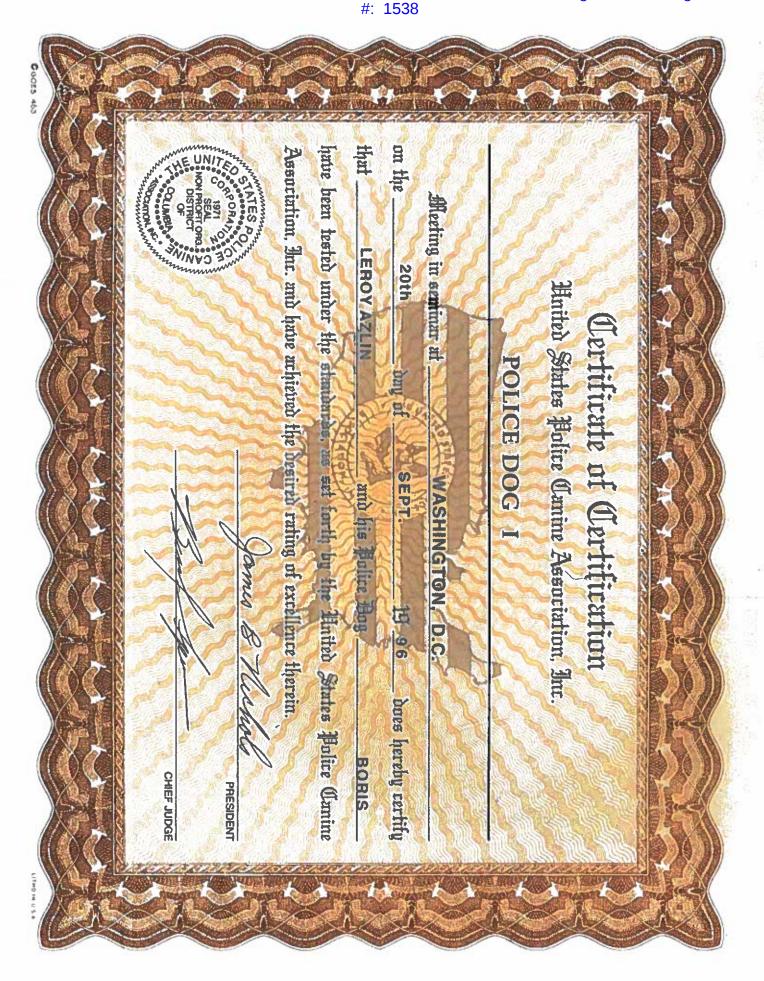




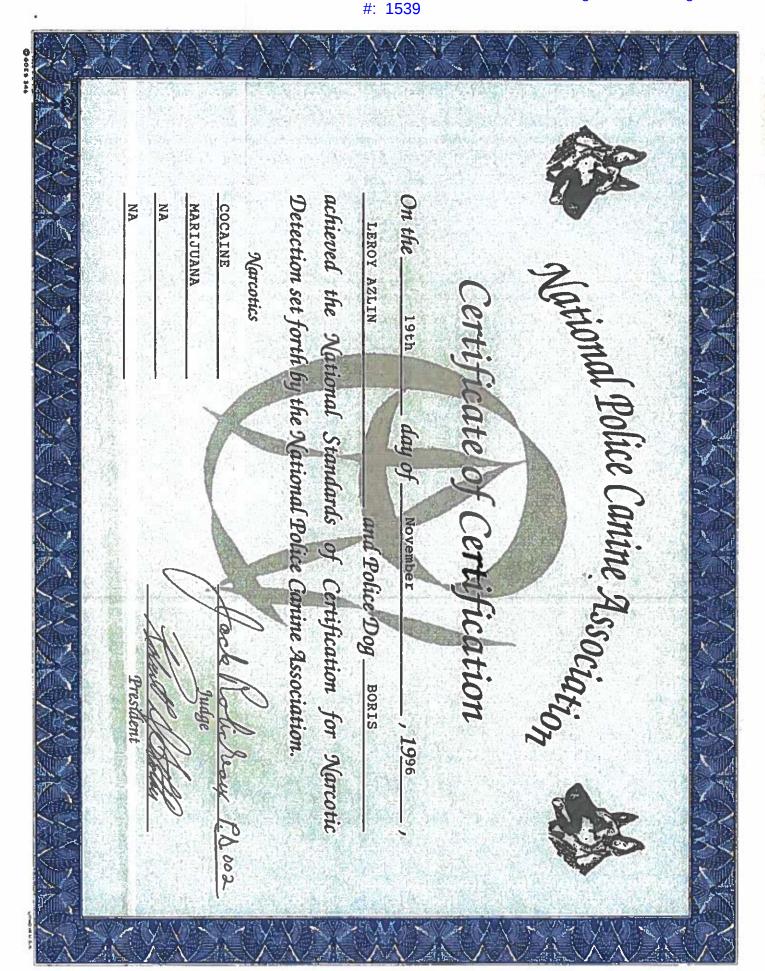


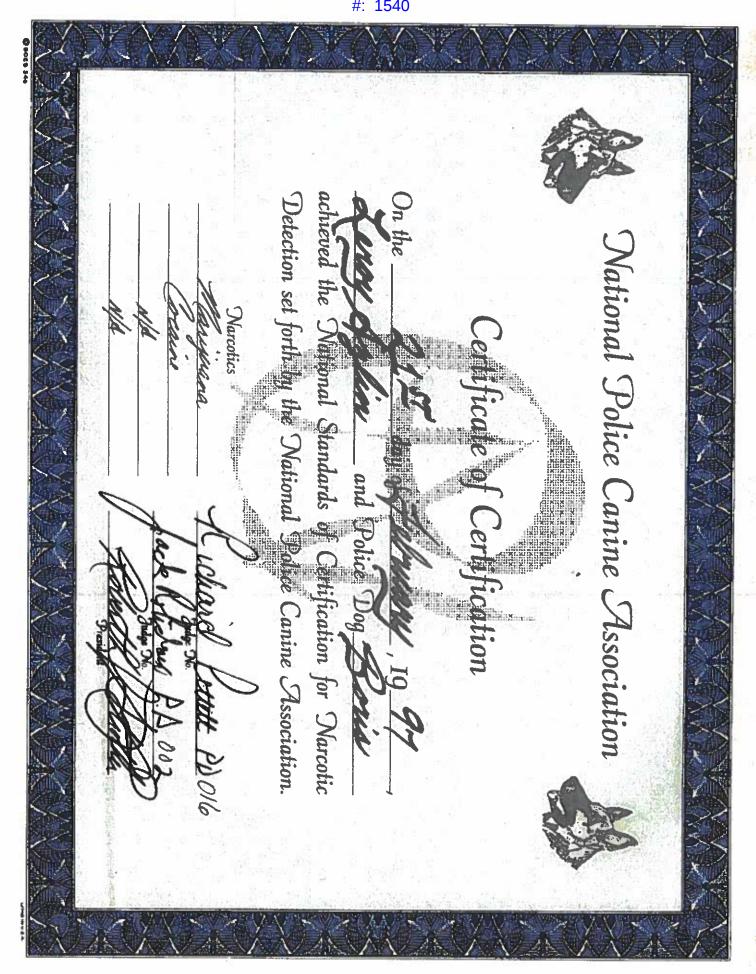






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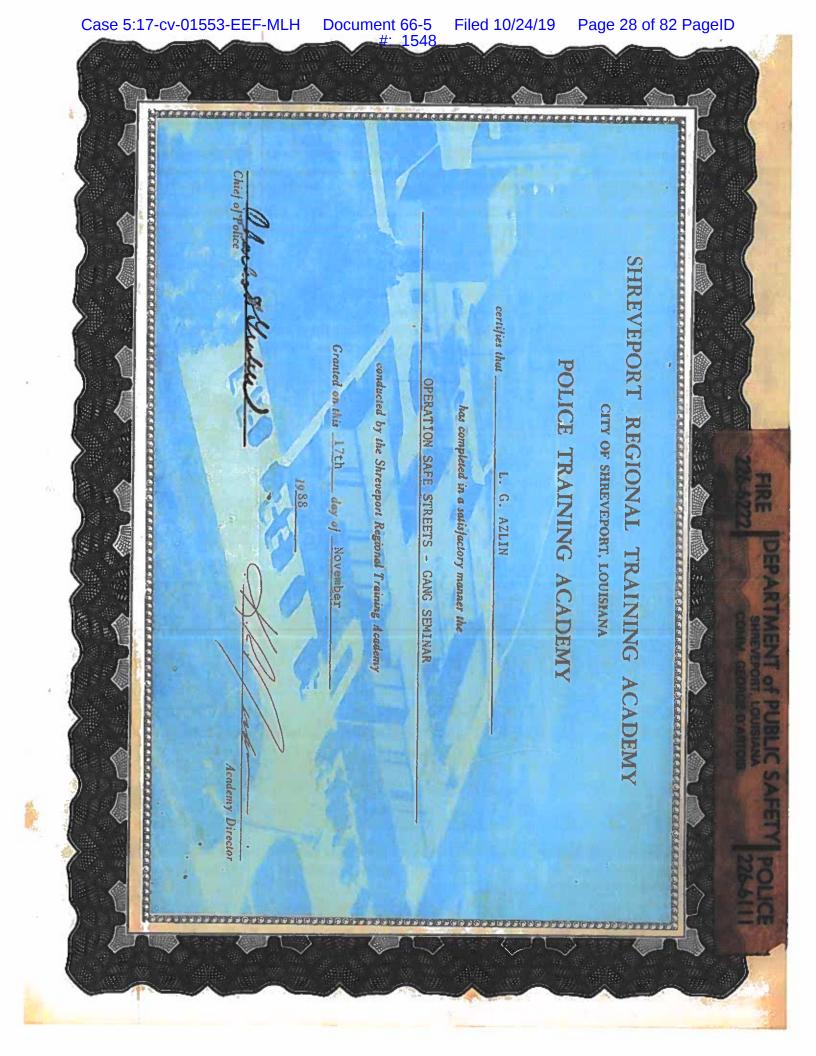












#: 1549



Z 0 4 CO Ш O N I N I L N O O 肛 0 DIVISION

OF THE

UNIVERS H STAT LOUISIANA

AGRICULTURAL AND MECHANICAL

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Lertifies That

LEROY GLENN AZLIN

Has Completed in a Satisfactory Manner the Course in

TRAFFIC ACCIDENT INVESTIGATION

SHREVEPORT, LOUISIANA

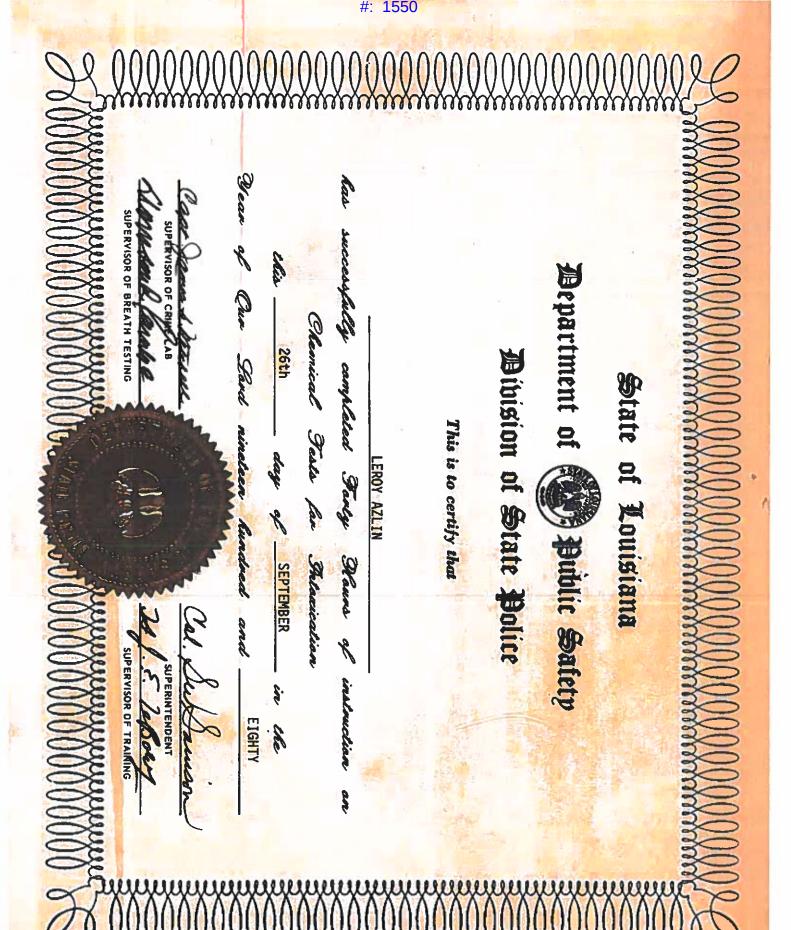
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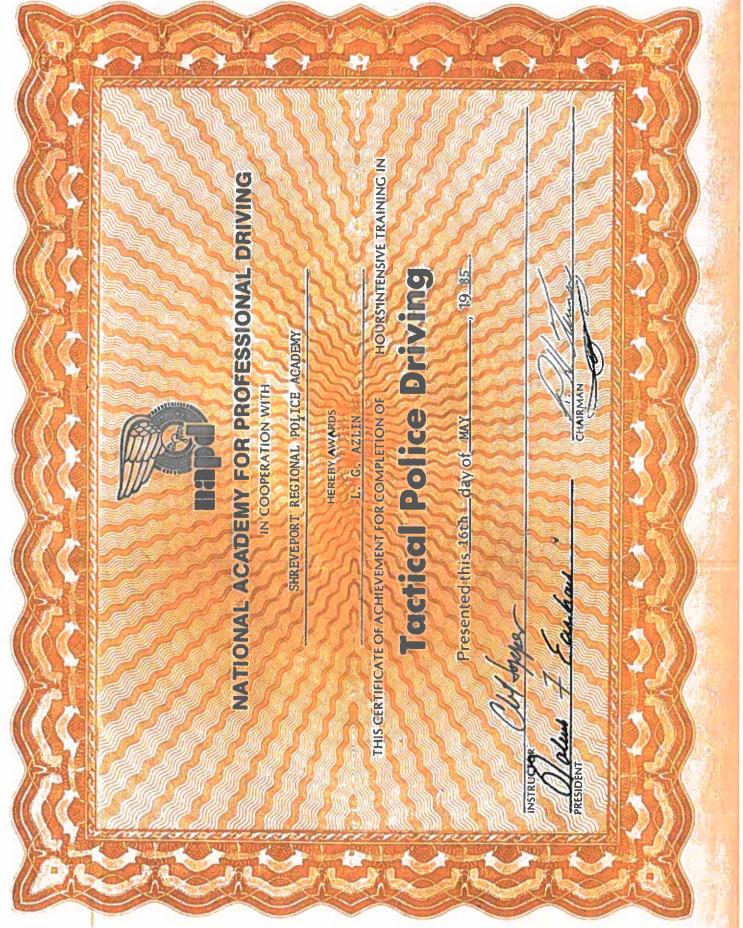
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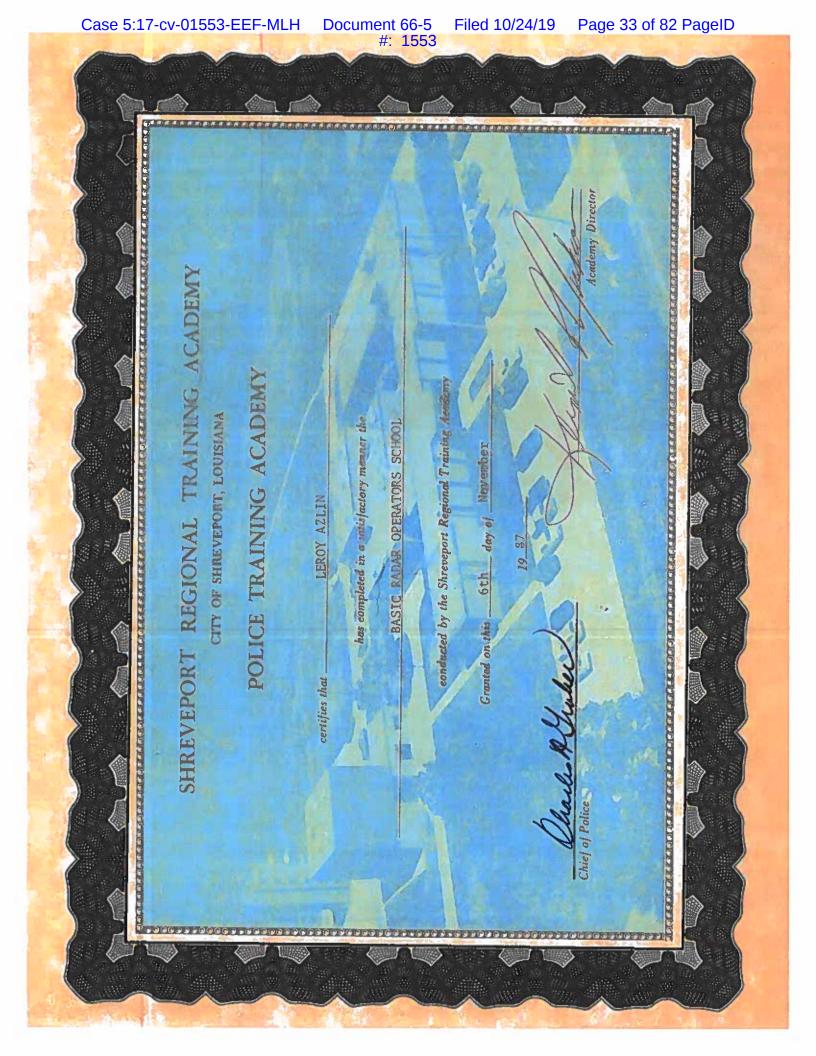
Lail A. M. Olmer DEAN, DIVISION OF CONTINUING EDUCATION

Committee

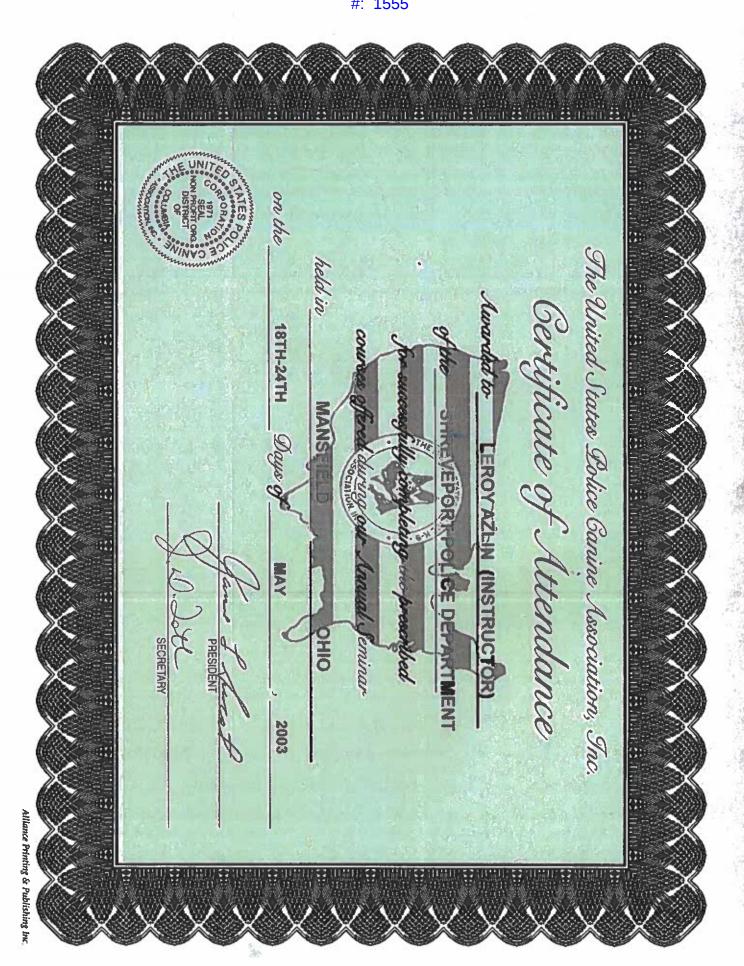


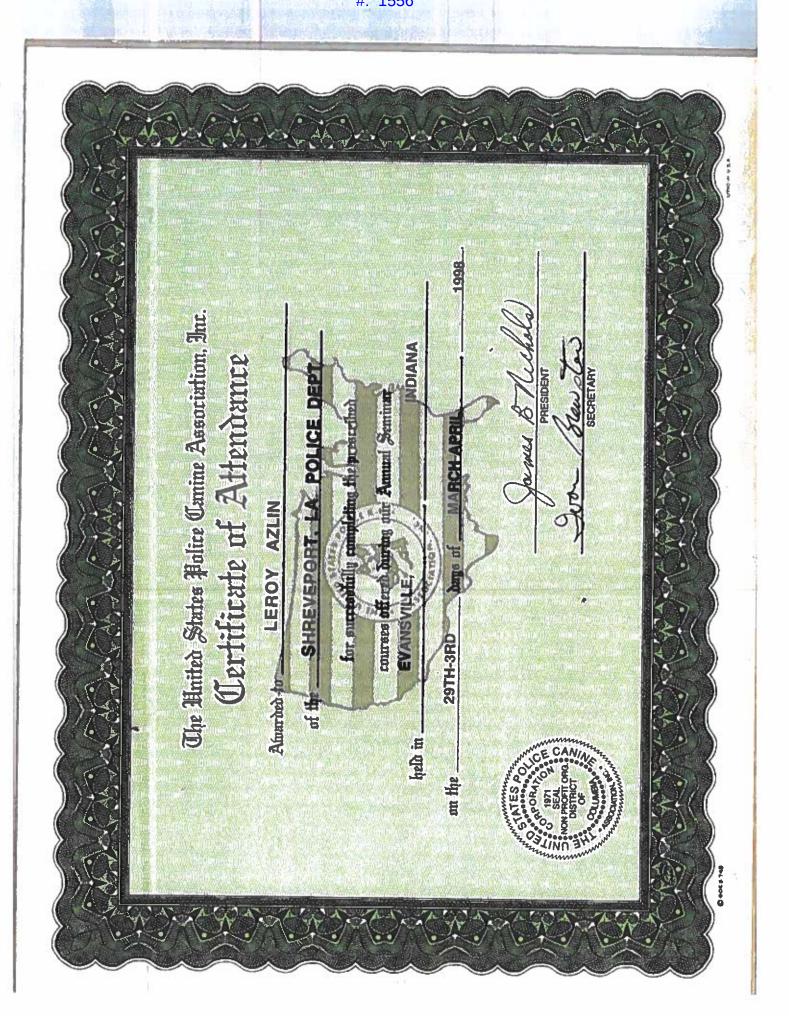


Document 66-5 #: 1552 Page 32 of 82 PageID Case 5:17-cv-01553-EEF-MLH Filed 10/24/19 DPSSP 1812 has successfully completed Year of Our Lord nineteen hundred and SUPERVISOR OF BREATH TESTING CHEMICAL Office of State Police State of Louisiana This is to certify that TESTING FOR INTOXICATION EROY AZLIN day of EIGHTY-FIVE DIRECTOR OF TRAINING Hours of training in MAY in the

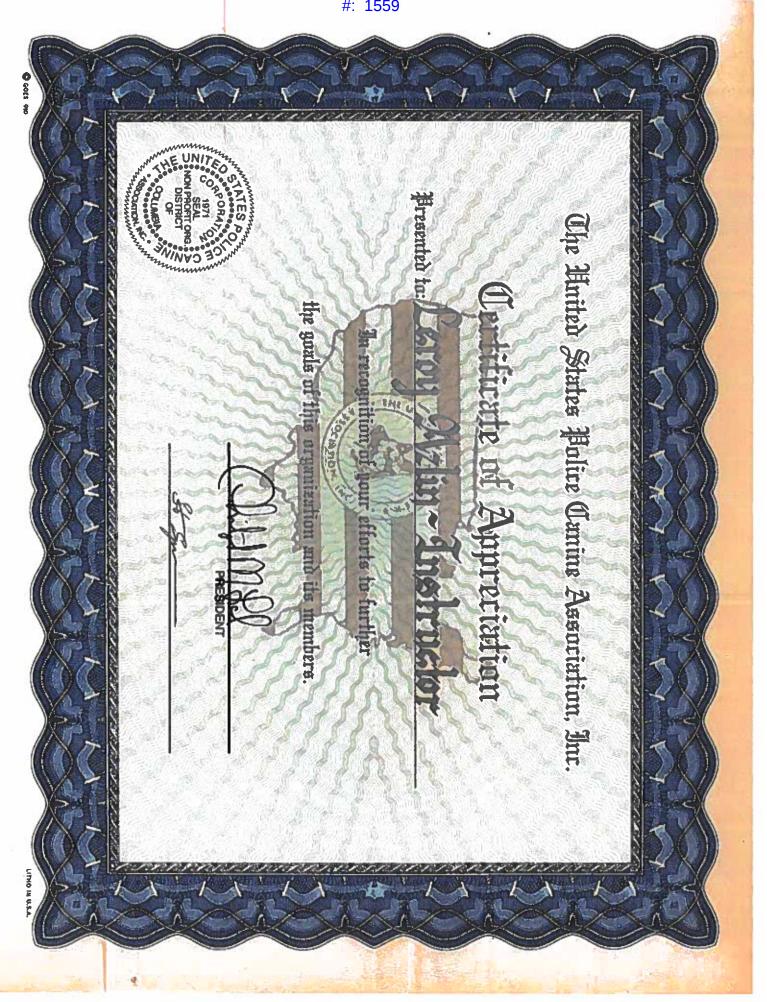












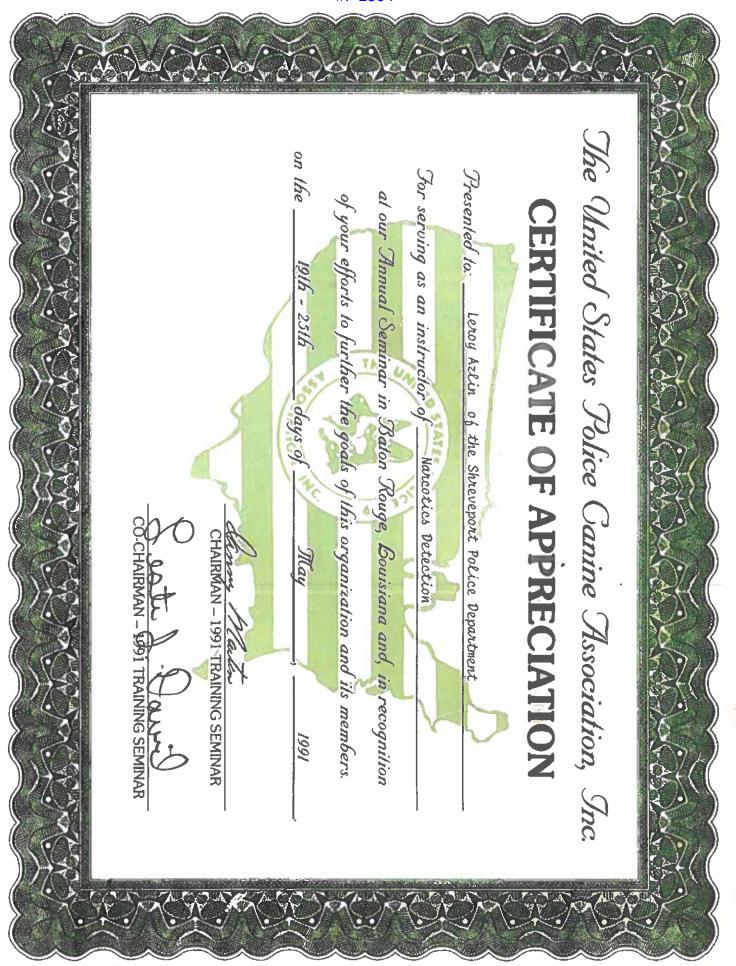


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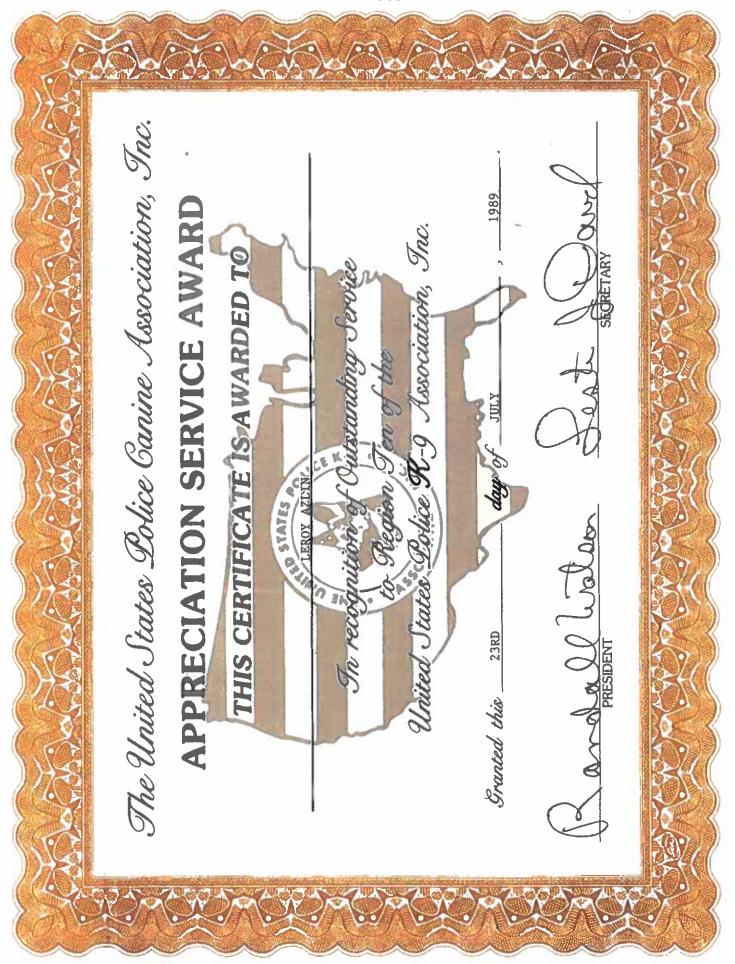




Document 66-5 #: 1564



Document 66-5 #: 1565







The University This is to certify serentino A 7 -2 * outhwestern

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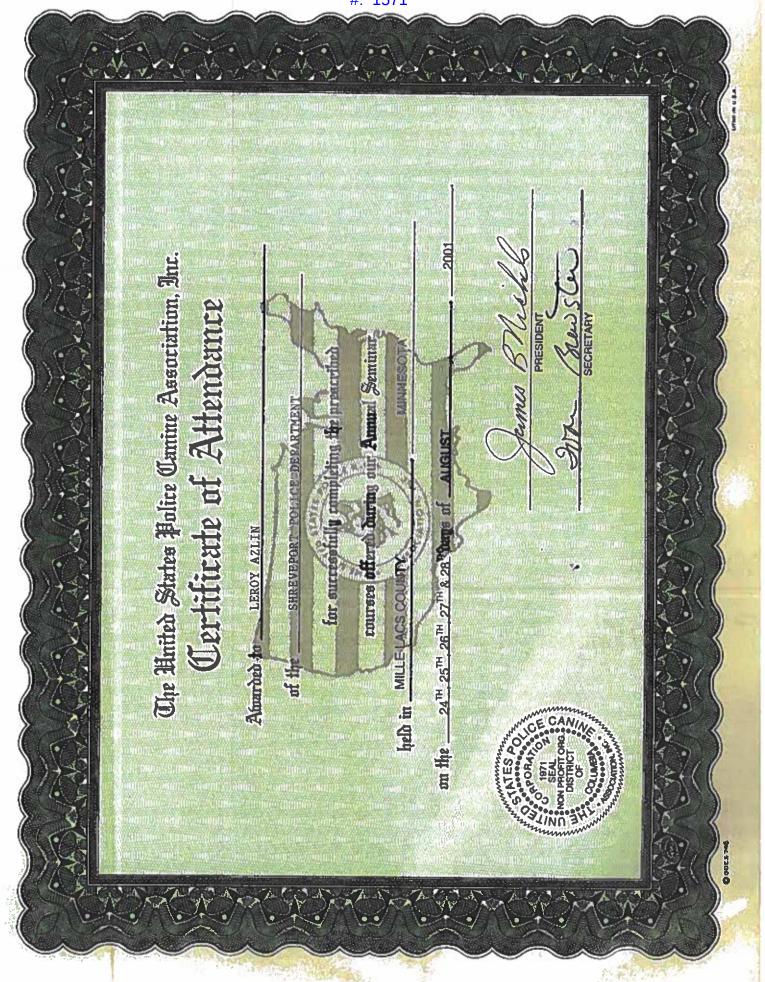
Education Unit Credit in this program offered by the University of Southwestern Louisiana.

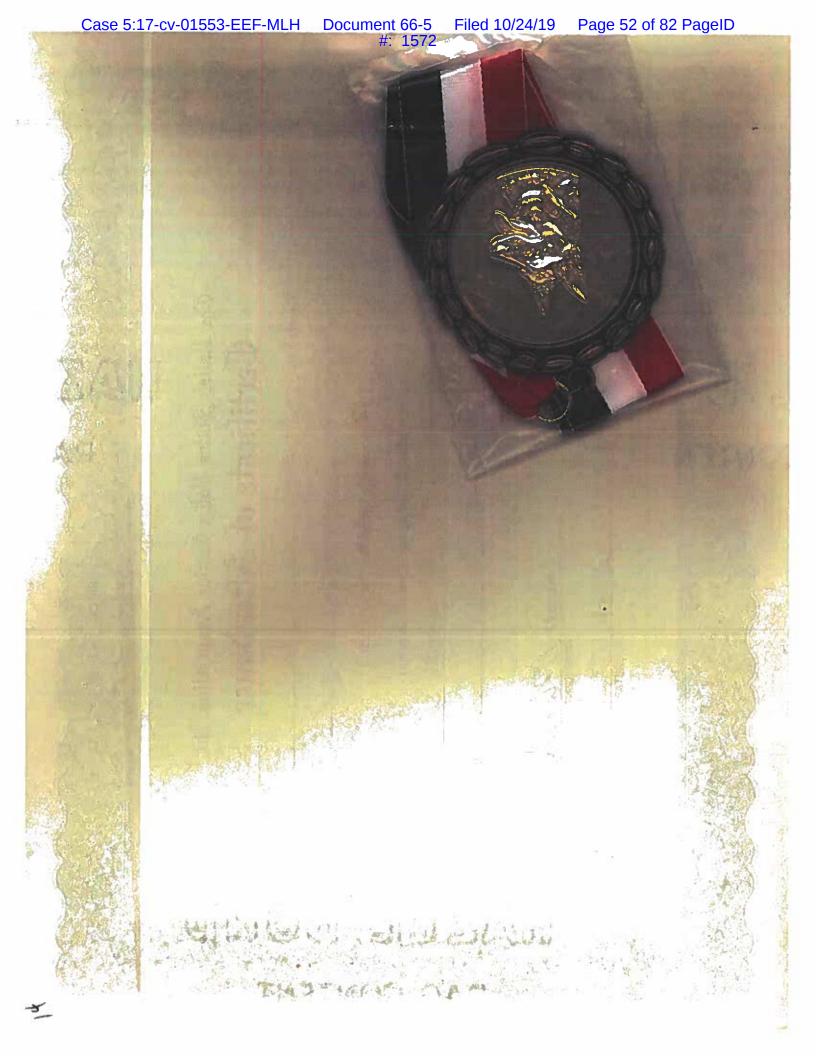
This Certificate of Completion, awarded this __ 9 day of

given in recognition of the student's successful completion of the prescribed program.

DIRECTOR OF USL CONFERENCE CENTER

DIRECTOR OF PROGRAM



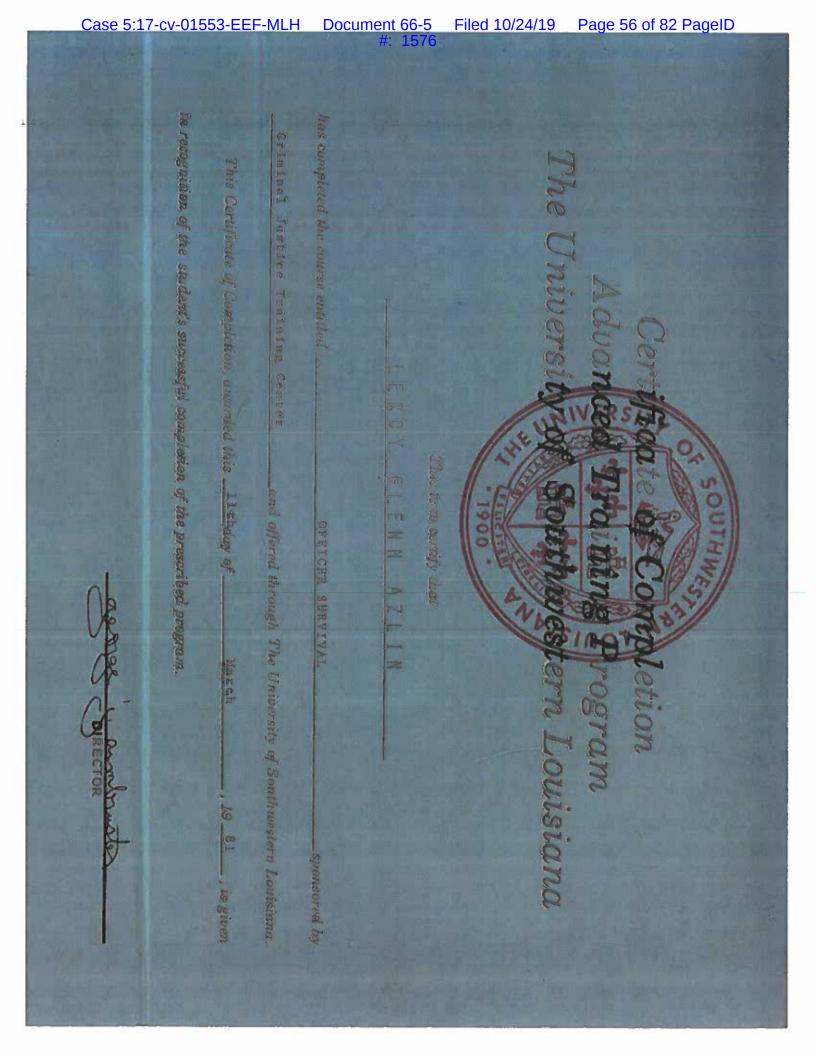


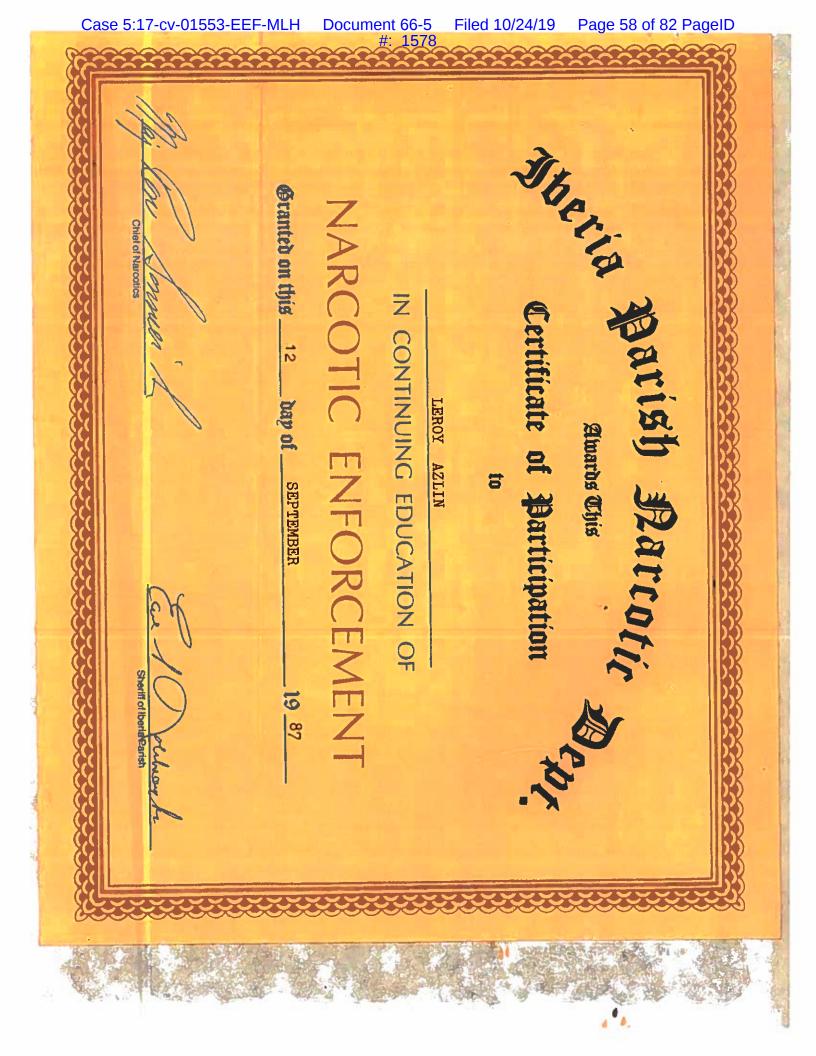
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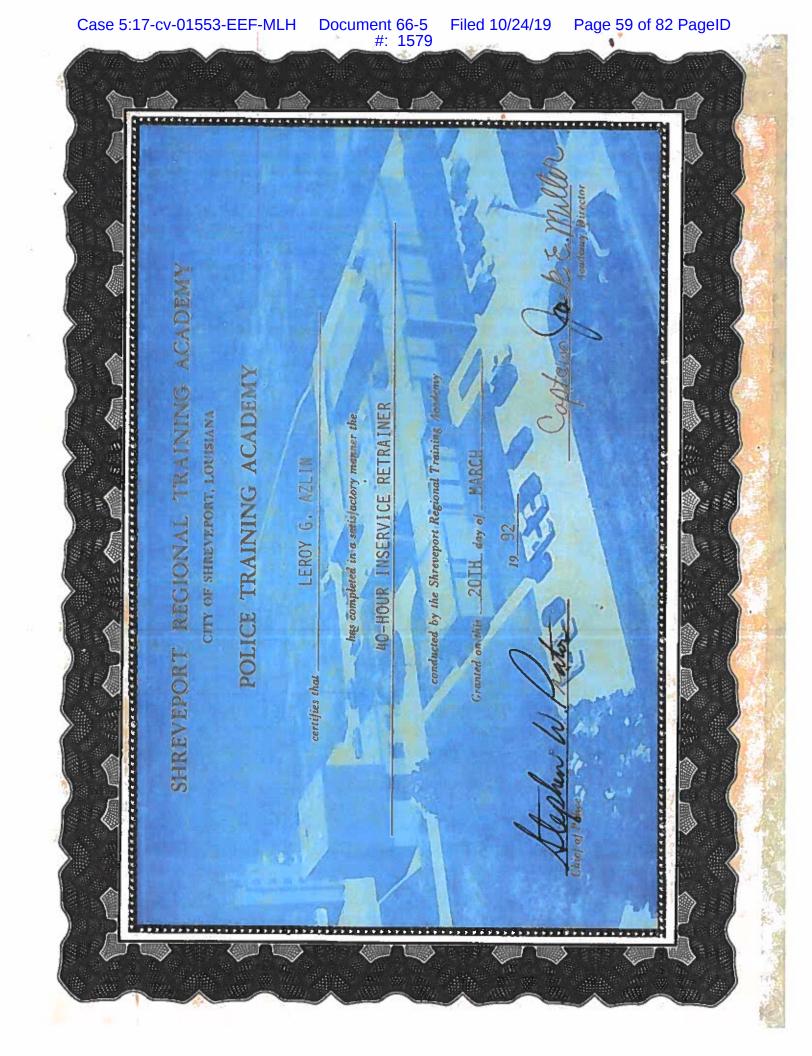
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Document 66-5 #: 1580

SPECIALIZED

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Shreveport, Louisiana

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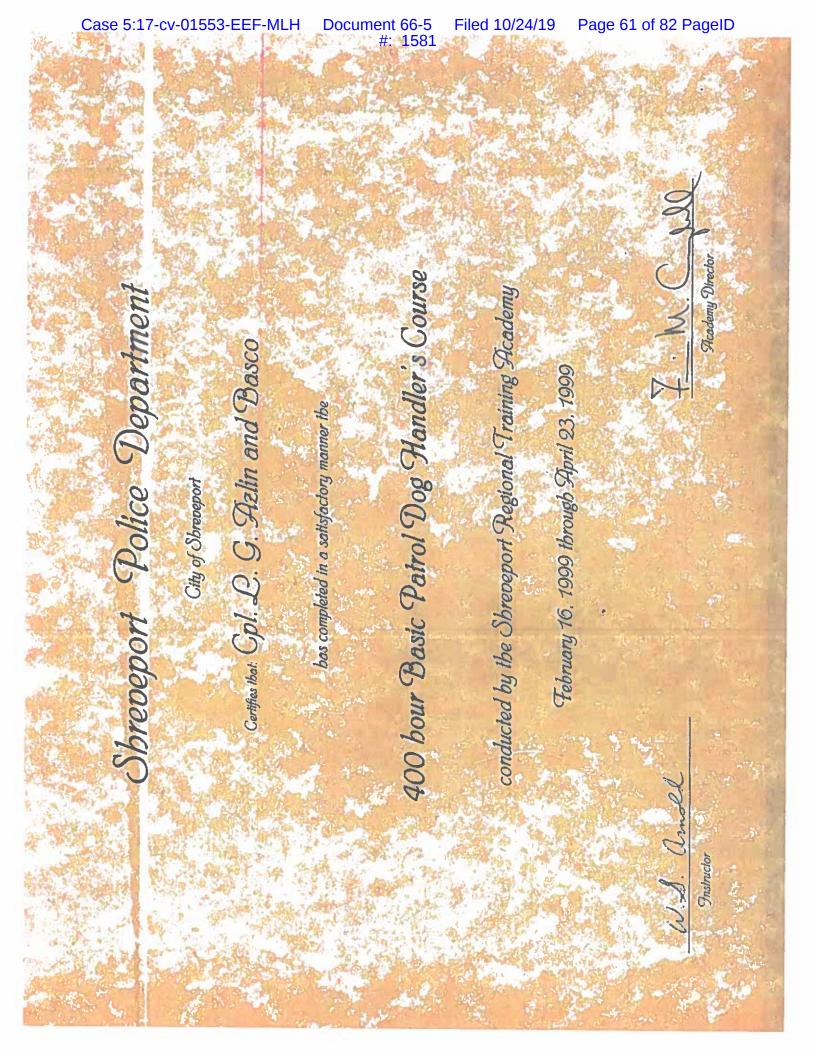
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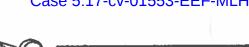
UNDER SPONSORSHIP 0 F

Louisiana POST Council

Special Agent in Charge







Date



Certificate of Achievement

awarded to:

Sgt. Leroy Azlin

For his outstanding leadership ability of the canine unit with the Shreveport Police Department

09-24 thru 9-28-2001

Academy Staff

Signed





PERSONNEL ORDER SHREVEPORT POLICE DEPARTMENT



10 - TRANSFER 11 - RESIGNATION 12 - RETIREMENT 13 - OTHER ACTION	09 - EKOMOLION 02 - COMMENDATION / VANCED 03 - TELLER OF INSTRUCTION	g of reprimand Tilic Statement		O3 - SUSPENTION O1 - TERMINATION O1 - TERMINATION
\ CENEKYF OKDEK(2):	VERICABLE RULE(S)	ио - :e condncled3	CONFERENCE	WAS A PREDISCEPLINARY
NTS TO BE PREPARED?	VER LYABOIT DOCUME	NO V COMBITCUEDS	MON FORA	ANYS V CLAIF SEGNICE VC
PAGE 1 OF 1 PAGES	10	199 BADGE NUMBER:	nila	EMPLOYEE'S NAME: Corporal Leroy G. Az
PAN-95-314 PERSONNEL ACTION NUMBER:			ы Dec	November 17, 1995

I to the Operations Division/OSI Bureau/Canine Unit/Canine Trainer. Effective Friday, December 1, 1995, you are hereby transferred from the Operations Division/Patrol Bureau/Shift C/Area

Please report to Captain J. Turner for details of your assignment.

SWP:ble

ACP J. Goodpaster cc: Chief Prator

Captain G. Pittman Captain J. Miller

Captain C. Hopper

Captain J. Turner

Sgt. K. O. Williams Captain D. Casteel

H. Cudo

Cyndra Shelton Cindy Chadwick Special Services

Officer's File

Document 66-5 #: 1584

Case 5:17-cv-01553-EEF-MLH

Filed 10/24/19

Page 64 of 82 PageID

INTER-OFFICE COMMUNICATION City of Shreveport

Date:

August 3, 1987

Toz

Captain Richard A. Berry

OSI

From

Charles A. Gruber

Chief of Police

Subject:

DESIGNATION OF OFFICER L. G. AZLIN AS K-9 TRAINER

The matter discussed in the July 20 memo from Major Hasheider was discussed this date in our Management Meeting.

It was decided that you can appoint Officer Azlin as the Police Department's K-9 Trainer.

cc: Management Team Members



LOUISTANGA LIFETIME LICEN(SE

Christopher S. Azlin

for investing in the future of Louisiana's wildlife and fisheries resources Is recognized by the Louisiana Department of Wildlife and Fisheries and is hereby granted Lifetime Hunting and Fishing privileges.

07-74-2000 Date

Filed 10/24/19

Page 68 of 82 PageID

LAW ENFORCEMENT ADMINISTRATION INSTITUTE FOR

A DIVISION OF

AMERICAN AND INTERNATIONAL LAW THE CENTER FOR

CERTIFIES THAT

LEROY AZLIN

SUCCESSFULLY COMPLETED THE

POLICE SUPERVISOR'S COURSE

PRESENTED BY THE INSTITUTE FOR LAW ENFORCEMENT ADMINISTRATION

GIVEN THIS 14TH DAY OF JANUARY, 2005

DANIEL P. CARLSON, ACTING DIRECTOR



City of Shrevepor

has completed in a satisfactory manner the

olice Supervisor's

anuary 10 - 14, 2005



Shreveport Police Department

1234 Texas Avenue
Shreveport, Louisiana 71101
web site: www.ci.shreveport.la.us/dept/police



F.M. "MIKE" CAMPBELL
CHIEF OF POLICE

KEITH P. HIGHTOWER

February 2, 2006

Sergeant Leroy Azlin
Uniform Services Division/Canine Shift C
1234 Texas Avenue
Shreveport, LA 71101

Dear Sergeant Azlin:

Attached you will find a letter from Ronnie C. Harris, Mayor of the City of Gretna. Mayor Harris wanted to acknowledge your unselfish acts of kindness shown to them during the aftermath of Hurricane Katrina. As you may ascertain from his letter, Mayor Harris and the City of Gretna sincerely appreciated all of your efforts during these unfortunate circumstances. As an expression of their sentiments a resolution of gratitude is also attached to this letter.

Your actions truly reflect a compassionate quality that you should be proud of and others should emulate. You gave of yourself willingly and generously, and demonstrated outstanding policing and "people skills" by making yourself available during this disaster that affected every citizen of the United States. Words cannot express how elated I am to serve along with someone of your caliber. Thank you for your constant commitment to this department, and the citizens of Shreveport.

Sincerely,

F. M. "Mike" Campbell

Chief of Police

FMC/rg

Cc:

ACP Glenn Schach Captain Steve Floyd Kacee Hargrave

HRB File



Shreveport Police Department

1234 Texas Avenue Shreveport, Louisiana 71101 web site: www.ci.shreveport.la.us/dept/police KEITH P. HIGHTOWER

Shreveport

ROYAM

E'W' "WIKE" CAMPBELL

DATE: February 21, 2006

TO: Leroy G. Azlin, Sergeant

Uniform Services Division / Administration

FROM: Jacqueline V. Willis, Lieutenant

HRB Commander

SUBJECT: Promotion Ceremony

Congratulations on your well deserved promotion to Lieutenant!

The promotion ceremony will be held in the Assembly Room on the Second floor of the Police Building on Wednesday, March 1, 2006 at 1500 hours. Please wear your uniform.

Please feel free to invite your family and friends to attend the ceremony.

HKB Commander

CC: Chief F. M. "Mike" Campbell

Page 71 of 82 PageID

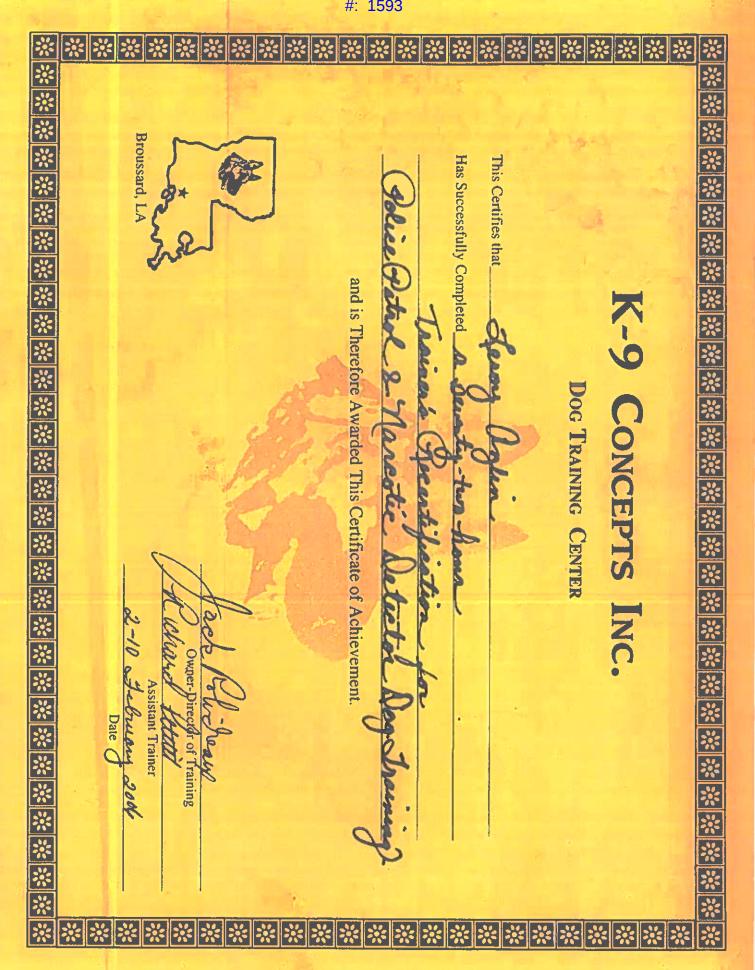
"To serve and Protect"

Filed 10/24/19

Document 66-5

Case 5:17-cv-01553-EEF-MLH





SHREVEPORT POLICE DEPARTMENT PROMOTION CEREMONY SHREVEPORT

2nd Floor Conference Room Wednesday, March 1, 2006 Police Building 1500 Hours

Local officers get upclose look at Katrina

messages, and memorandums. tending roll calls, sending MDT attempt to clear up rumors by atresult of the hurricane and in an updated on our relief efforts as a I have been trying to keep you

formation comes to light. I will continue to do so as new in-

to all persons we come in contact crime and provide quality service our primary mission is to reduce randum, I want to reiterate that call, MDT message, and memo-As I have mentioned in every roll

for committing crimes. * and apprehend those responsible thing you can to prevent crime on crime and continue to do everywonld ask that you stay focused allow our efforts to go to waste. I hard to reduce crime and cannot As a division, we have worked too



ony of these guys about their experiences there, and they can give you an ear full! Shown here is Officer Joshua Feliciano, Lt. Leroy Azlin and Officer Tody Morrison. Ask

more assigned to Hirsch Vine sent south to help;

By Asst. Chief Glenn Schach

respect of others. and selfless service that earns the clearly displayed the character went through difficult times and ner that makes us proud. They sented the department in a manenforcement. Each of them reprewal ni srsters and sisters in law ately after the hurricane to help

sistance in south Louisiana. ceived requests for additional as-As of this time, we have not re-

at that time. future, and decisions will be made may be a need to do so in the near dispatch another team. There There are no plans at this time to

tional personnel to the region. there is a need to dispatch addistill being maintained in case unteered. The list of volunteers is Thanks to all of you who have vol-

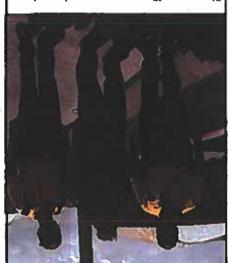
> that in the aftermath of Hurri-I would like to start out saying

> > **BYCE 3**

displaced as a result of the hurricompassion for those who were responded professionally and with cane Katrina, USD members have

Thank you for your efforts. ate attitude to take care of others. have the caring and compassiongroup of true professionals who I am proud to be associated with a

travel to south Louisiana immedivisors and officers volunteered to and Toby Morrison. These superand K-9 Officers Josh Feliciano Thompson and Jim Germaine, Adgate, Robert Ellis, Chuck Sgt. Leroy Azlin, Cpls. Tim Leblanc, Sgt. Dwayne Malone, I also want to thank Lt. Tony



Orleans Superdome. Ellis, seen standing here in front of the New LeBlanc and Cpls. Tim Adgate and Robert South Louisiana. They were Lt. Tony ni noissim success od to bebroquer lavil Shreveport officers were among those who

SPD officers come through time after time

By Asst. Chief Mike VanSant

Hurricane Katrina's devastation has been well documented the last few weeks. So has the overwhelming support American's have shown with relief for the victims. Chief Campbell has charged me with coordinating the Department's efforts to assist the evacuees.

Our response increased dramatically Thursday, Sept. 1, 2005, when 9 school buses unexpectedly rolled up to Hirsch Coliseum with over 400 evacuees. These evacuees were from St. Bernard Parish and had been on a bridge, without food and water, for days. Officers and supervisors on the scene quickly responded. A processing center was organized and assistance requested. Local medical personnel, fire department EMS and citizens responded to assist. The Red Cross, The Salvation Army and the First Assembly of God Church on Buncombe Road teamed together to supply food and shelter for these victims. As the days passed, the process of assisting the evacuees became a well oiled machine, proving that the many practices that have been conducted over the years with critical incident management helped prepare us for this incident.

I would particularly like to thank Capts. Wayne Smith, Frank Datcher, Mark Holley, Sgts. Robin Synder, Jim Haacker, Moe Cunningham, Willie Shaw, Cpls. Rodney Horton, Jimmy Thomas, Van Wray, Mary Coburn, Bill Goodin and Officer Jason Person. These officers were of invaluable service that day. With their dedicated service, all of the evacuees were processed and given shelter.

In the days after this most devastating of natural disasters, officers responded with an incredible level of compassion and professionalism. I know there are names I have failed to mention, and I sincerely apologize. To all of the Officers who have worked at the fairgrounds, LSUS and the EOC, I want to offer my most sincere thanks. Your compassionate response and professionalism is what makes me proud to say, the members of the Shreveport Police Department stepped up again and took care of business. *



Officers rescuing people in New Orleans saw their share of misery. Many hadn't eaten or had anything to drink for days. In this photo, an inmate who is handcuffed to another inmate begins to have a heat stroke and is dunked in the water to cool down. This inmate survived. (Photo by Lt. Tony LeBlanc)

Supervisor Action Reports becoming a thing of the past

Continued from Page 1

"There are three kinds of people: those that think about making things happen, those that talk about making things happen, and those that make things happen.", I would propose that organizations are much the same. What kind of organization are we? I believe we are the caliber of organization that controls its own destiny!

Changes coming soon

Finally, I would like to bring you up to date on a few administrative notes. First, the SAR will soon be a document of the past. It will be replaced by the performance documentation in the supervisor's handbook. I encourage our supervisors to use this document as it was intended, and that is to document good employee performance, as well as a tool to provide direction in modifying sub par performance. Secondly, a sustained complaint will no longer prevent an employee from applying for a transfer. However, an employee's IAB history will be a consideration in the selection process.

Lastly, changes in vacation policy as they affect new hires are in the works. All these changes will be addressed in policy updates released in the coming weeks. These changes are a result of the command staff listening to and addressing your concerns.

In closing, I would leave you with this thought, "Triumph is made up of two words: Try.... andumph"! ★

"Ivo Serve and Profect"

File **BAH** Kacee Hargrave Captain Steve Floyd ACP Glenn Schach :50

FMC/rg

Chief of Police

F. M. "Mike" Campbell

Sincerely,

to this department, and the citizens of Shreveport. to serve along with someone of your caliber. Thank you for your constant commitment that affected every citizen of the United States. Words cannot express how elated I am outstanding policing and "people skills" by making yourself available during this disaster others should emulate. You gave of yourself willingly and generously, and demonstrated Your actions truly reflect a compassionate quality that you should be proud of and

gratitude is also attached to this letter. unfortunate circumstances. As an expression of their sentiments a resolution of Harris and the City of Gretna sincerely appreciated all of your efforts during these during the aftermath of Hurricane Katrina. As you may ascertain from his letter, Mayor Mayor Harris wanted to acknowledge your unselfish acts of kindness shown to them

Attached you will find a letter from Ronnie C. Harris, Mayor of the City of Gretna.

Dear Sergeant Azlin:

Shreveport, LA 71101 1234 Texas Avenue Uniform Services Division/Canine Shift C Sergeant Leroy Azlin

February 2, 2006

A0YAM KEITH P. HIGHTOWER

CHIEL OF POLICE E.M. "MIKE" CAMPBELL



1234 Texas Avenue

web site: www.ci.shreveport.la.us/dept/police Shreveport, Louisiana 71101

Shreveport

Shreveport Police Department

changes,

H: drive under SPT/SHR. are available via the City's shared changes below. General orders also You may read a synopsis of the which were effective Dec. 1, 2005. tions to various general orders, made the following changes or addi-The Office of Operational Integrity

301.04 Attendance Incentive Program

taking Death in Family leave. members from carning perfect attendance due to Removed language in which prohibited

leave from counting against perfect attendance. ◆Added language to exempt Death in Family

301.08 Annual Leave

PAGE 5

ment" to make it an actual policy statement. A minor revision was made to the "policy state-

new employees and that they will use that vaca-(12 hours) vacation for each month worked for Added language to show the accrual of 1.5 days

Defined that the 18 days carned during a memfirst December 31st date. non during the year immediately following their

their second calendar year and eliminated any ber's first full calendar year will be used during

301.10 Military Leave

•Members must choose vacation time, com the 15 days of leave was added. •A general section on military leave that defines

exhaust military leave. pensatory time or leave without pay when they

Defined the notification process for routine duty

eClarified the pay and benefits section related to and achvation.

military leave,

desling with an activated member. Defined the role of all supervisors involved in

Established accountability for a member failing

to comply with notification guidelines.

New Baby!

paby boy on Feb. 16. the father of a 5.15 ounce Cpl. Trey Robinson became

ivilmet bne nozni Knighton- Pierremont, Congrats to Cpl. Rob-Peyton Robinson was born at Willis-

General orders get

Police Applicants and Recruits 303.06 Physical Fitness Standards for

and case of reading.

elf an applicant fails to complete any of the The standards tables were organized for clarity

assessantent areas, except due to illness or injury,

test if an applicant fails one area at the level of The Chief of Police may authorize a second re-

written approval. •Requires written requests for re-testing and

eEstablishes department policy for participation

Dimployees and family members may not derive

gain from involvement in Operation Santa Claus.

verify sponsored families. •Establishes accountability for a supervisor to

in Operation Santa Claus.

303.09 Operation Santa Claus

they can't retest for twelve months.

Corrected format and outlined errors.

promoted 15 people

AOTOME 3' 1220E 1

this year

POLICE BEAT

vided by the selecting commander and must be lished prior to the announcement, must be pro-Defined that the selection criteria must be estab-

 Defines that measurable criteria for the evaluadevised to be impartial

advertises, how to apply for transfer and the Added accountability references regarding who

30.205 Job Assignments and Transfers

member participating in the program, other than The Chief of Police must assign or approve of a

children in the city jurisdiction and must deliver

•Establishes that members may only sponsor

sponsoring a child &delivering gifts.

selection criteria.

the gifts themselves.

Discipline will be considered and may be the non must be on a 1-5 scale.

member from applying. sole source for rejection but doesn't prohibit a

The selection of applicants must be the top

8niwoT sloids Vebicle Towing

violations per the recommendation of the City impounding for multiple violations or equipment eReflects change in 32:392 that no longer allows

resolve conflict with a private business named Changes wording of storage facility from Cen-

"Central Storage." tral Storage Facility to contract storage facility to

Case 5:17-cv-01553-EEF-MLH

Consolidated the police's release section. *

or shing arrang malding matrix guide to

cations to a Sergeant assigned to the Property

release of impound and resolutions of notifi-

Moved responsibility related to impound,

Congratulations to Chief VanSanti

he was chosen based on his current position

Office of the Managing Director, who said

VanSant was selected by the organization's

will be featured in the 2005-2006 "Honors

in the Empire Who's Who Among Execu-

Assistant Chief Mike VanSant has been

gnitsil lpnoitpn

VanSant selected

Anita Chambers, Monice Deat

Il Jelial, of betomor!

Barry Newton, dos Smith

Ill reliated to betomord

Hickenholts

Duight Marke, Keuin Perry, Charles

Robert Ellis, Michael Lasusso,

Philip Stroggins, Willie Giles,

fraesnes at betomors

Breek Bickham, Leroy Actin

Bobby Wilbert, Walter McCurry,

fragatueil of betumora

Congretulations to the following peo-

eigh betomorg need eved alw elq

for Who's Who

selelcted to represent the city of Shreveport

In recognition of his accomplishment, he

Edition" of the Who's Who registry.

tives and Professionals.

and individual accomplishments.

sunplify understanding,

Document 66-5

Filed 10/24/19

Document 66-5

Teamwork credited for reaching lowest crime rate in more than two decades

By Asst. Chief Glenn Schach

Since the last newsletter, we have ushered in a new year. I believe that 2006 will present us with many challenges, and we will achieve many victories. I again want to congratulate all of you for the outstanding achievement of reducing crime in our city in 2005.

I also want to take this opportunity to congratulate those of you who received awards at the annual awards banquet. Many others are truly deserving of recognition as well, and to identify those who are to receive the awards is very

\$50 gift card offered for answer to quote

Continued from Page 1

their clothing allowance. Or, if we decide not to adopt it, it could be offered as a commemorative badge, not for wear but available for individual purchase. The options are limitless, but first utings first! What do you think of the design? Would you change anything? Are you interested in adopting it? Do you have any suggestions other than those listed above for fielding it? Please forward any comments by e-mail to me or Kathy Robinson, and we'll keep you posted on the outcome.

That is about it from my comes. Recorup the good work, and I promise to try to keep the changes to a minimum this year, I will leave you with this quote, "If a man is called to be a streetsweeper, he should sweep streets as Midhelangelo painted, or Beethoven composed music, or Shake-speare wrote poetry. He should sweep streets so well that all the hosts of heaven and earth will pause to say, here lived a great streets weeper who did his job well." Any idea who authored this quote? Be the first SPD employee" to e-mail me with the author of the quote after distribution of the newsletter and win a \$50.00 gift cortificate to the restaurant of your choice.

Personnel assigned to the Adultifishration
Division are not oligible to participate. *

difficult. I want to acknowledge all USD operations that performed as "teams" to reach the reduction in crime that we realized. Obviously. the patrol shifts did an outstanding job, as did Traffic Services and the Community Oriented Policing members. Let's not forget the members from the other divisions because they, too, were valuable in our efforts to reduce crime and the fear of crime. Although it is important that we perform our best as individuals, it is imperative that we work as a team to reach such high goals. Thanks to each of you for your efforts.

We are currently conducting the necessary work required to purchase new patrol vehicles and related equipment. We are looking at the affordability to begin purchasing digital mobile video systems. If we can purchase a significant number of these systems and cursory information suggests we will be able to, there will be no need to wait in the "tape line" after completing your shift. The system we are looking at will allow for an automatic download of your video when you arrive at the station. Let's keep our fingers crossed that we will be able to move in this direction.

We are still analyzing data as a result of our redistricting. Some minor changes are anticipated in the future but we must have sufficient data to support any changes. Otherwise, we will be making changes every month. So far, our response times to priority one calls have actually remained relatively constant and that average is less than six minutes. Good job everyone!

I want to remind everyone that we want to continue in our commitments and efforts to reduce crime and the fear of crime. Let's not rest on our past successes. We must continue to review crime data and concentrate our efforts on the areas where crime is occurring. We must remain focused as our mission is to serve and protect the citizens of our city. *



Uniformed Services:

Rookie: Officer Brad Sotak

Officer: Corporal Amy Bowman

Supervisor: Captain Steve Floyd

Civilian: Joann Malone

Support:

Officer: Jailer I Sheila Jones

Supervisor: Lieutenant Rodney Price

Civilian: Leslie Tasby

Investigations:

Officer: Detective Shawn Parker

Supervisor: Sergeant Mike Tong

Special Award: Sgt. Carl Townley

Civilian: Jean Germain

Administration:

Supervisor: Lt: Vickie Fields

Civilian: Pamela Moore

Volunteer Awards:

Auxiliary of the Year- Joe Colmer

VIP of the Year- Conrad Stewart

Humanitarian Award- Ernest Norris

Other Awards:

Special Achievement: Sgt. Sam Taylor and Lt. Ray Goeckel, Jailer II Joe Smith, Det. Cpl. Dean Willis, Cpl Jeannie Adams

Unit Citations: Auxiliary Unit, Community Oriented Policing Bureau, Burglary Unit, PCO Supervisors

Insurance Bureau: Cpl. Mike Greber, Det. Cpl. Brandon Ortiz

Chief's Appreciation Award: Tactical Robbery Unit



Certificate of Training Instructor- Leroy Azlin

successfully completed a course of 40 hours instruction in:

K-9 Drug Detector Dog Re-Cert and Enhancement

Date 9/26-29/11 Instructor RCTA-Robicheaux / Azlin

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Sponsored by: fubrul of fubrishing are to appears

Alcorn County Sheriff's Department of Sheriff Charles Rinehart

Corinth Mississippi Police Department Chief David Lancaster In cooperative alliance with:

Northeast Mississippi Community College
President Johnny L. Allen, Ed.D.